

Union Square Compulsory Purchase Order (CPO) - Equality Impact Assessment

| Protected characteristics under the Equality Act and groups with increased vulnerability | Data and insight | Equality considerations (including any adverse impacts) | Mitigation activities | Responsible department and timeframe for implementing mitigation activities |
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| Age | <p>18 per cent of Torbay residents are under 18 years old. 55 per cent of Torbay residents are aged between 18 to 64 years old. 27 per cent of Torbay residents are aged 65 and older.</p> <p>Tormohun Ward</p> <ul style="list-style-type: none"> • 18% of residents are under 17 • 62% of residents are aged 18 to 64 • 20% of residents are aged 65 and over | <p>Torbay has a higher proportion than average of older people when compared to England and the rest of the Southwest. However, the Tormohun Ward where the proposed development lies is substantially lower than the Torbay average (43 compared to 49). The age profile of this group indicates that housing and employment opportunities may be a key concern.</p> <p>Older people may be disproportionately affected by any loss of banking facilities as older people tend to be less likely to use the internet and/or online banking and thus are more likely to rely on in store banking.</p> <p>Negotiations with a building society which sits within the CPO area are progressing to find an alternative location in the town center. Adverse impacts are not anticipated as banking facilities will remain.</p> | <p>This EIA should be reviewed continually throughout the development to ensure that equality considerations are identified and appropriately mitigated.</p> | <p>Place</p> |

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| | | <p>While not reflected in the demographic data, there are seasonal variations to the Torbay's population. The town center is host to international students who visit Torbay to learn English alongside visitors of various ages from across the country and from further afield. There is a need for any development to meet the needs of the different age groups living in and visiting Torbay. The use class of the planning application commercially reflects the needs of the Town Centre.</p> <p>For both older and younger residents living within the CPO area, it is recognised that this may be a distressing and uncertain time.</p> | | |
| Carers | <p>At the time of the 2021 census there were 14,900 unpaid carers in Torbay. 5,185 of these provided 50 hours or more of care.</p> | <p>People with disabilities may be disproportionately affected by any loss of banking facilities as they may be less likely to use the internet and/or online banking and thus are more likely to rely on in store banking. Negotiations with a building society which sits within the CPO area are progressing to find an alternative location in the town centre. Adverse impacts are not anticipated as banking facilities will remain.</p> <p>For carers living within the CPO area, it is recognised that this may be a distressing and uncertain time.</p> | <p>This EIA should be reviewed continually throughout the development to ensure that equality considerations are identified and appropriately mitigated.</p> | Place |
| Disability | <p>In the 2021 Census, 23.8% of Torbay residents answered that their day-to-day activities</p> | <p>Access to facilities such as pharmacies and accessible public toilets are key to ensuring accessibility in the town centre.</p> | <p>This EIA should be reviewed continually throughout the</p> | Place |

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| | <p>were limited a little or a lot by a physical or mental health condition or illness.</p> <p>Tormohun Ward 26.3% Tormohun's population has a disability.</p> | <p>26.3% of residents in Tormohun have a disability which is higher than Torbay's average (23.8%).</p> <p>People with disabilities may be disproportionately affected by any loss of banking facilities as they may be less likely to use the internet and/or online banking and thus are more likely to rely on in store banking. Negotiations with a building society which sits within the CPO area are progressing to find an alternative location in the town centre. Adverse impacts are not anticipated as banking facilities will remain.</p> <p>Any possible loss of supermarkets may disproportionately impact people on lower incomes and those with disabilities. Evidence has shown that people with disabilities are more likely to experience financial insecurity and thus are likely to be more reliant on affordable and accessible supermarkets. There are several other grocery stores locally which will limit the impact of any supermarkets closing within the CPO area.</p> <p>Accessible public transport, car parks and buildings are key to ensuring that the proposals are accessible to enable access to the town centre and participation in public life for people with disabilities.</p> | <p>development to ensure that equality considerations are identified and appropriately mitigated.</p> | |
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| | | <p>Accessibility should be considered more broadly throughout the project to ensure the space is accessible and inclusive. For residents with a disability living within the CPO area, it is recognised that this may be a distressing and uncertain time.</p> <p>For residents with a disability living within the CPO area, it is recognised that this may be a distressing and uncertain time.</p> | | |
| Gender reassignment | <p>In the 2021 Census, 0.4% of Torbay's community answered that their gender identity was not the same as their sex registered at birth. This proportion is similar to the Southwest and is lower than England.</p> | <p>The availability of data on gender reassignment is limited. The CPO area includes an organisation which describes itself as a 'safe space'. The Council recognises the important role that community spaces play in the LGBT+ community. Under the Council's Public Sector Equality Duty (PSED) 'due regard' shall be given to exploring the impacts of the CPO on those with protected characteristics.</p> | <p>This EIA should be reviewed continually throughout the development to ensure that equality considerations are identified and appropriately mitigated.</p> | Place |
| Marriage and civil partnership | <p>Of those Torbay residents aged 16 and over at the time of 2021 Census, 44.2% of people were married or in a registered civil partnership.</p> | <p>It is not expected that there will be any adverse impacts felt by this group.</p> | Not applicable | Not applicable |
| Pregnancy and maternity | <p>Over the period 2010 to 2021, the rate of live births (as a proportion of females aged 15 to 44) has been slightly but significantly higher in Torbay (average of 63.7 per 1,000) than England (60.2) and the South West (58.4). There has</p> | <p>It is not expected that there will be any adverse impacts felt by this group.</p> | Not applicable | Not applicable |

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| | <p>been a notable fall in the numbers of live births since the middle of the last decade across all geographical areas.</p> | | | |
| Race | <p>In the 2021 Census, 96.1% of Torbay residents described their ethnicity as white. This is a higher proportion than the South West and England. Black, Asian and minority ethnic individuals are more likely to live in areas of Torbay classified as being amongst the 20% most deprived areas in England.</p> <p>7.1% of residents in Tormohun Ward identify as being from a minoritised ethnic background compared to 3.9% across Torbay.</p> | <p>Statistically, people from minoritised ethnic backgrounds are more likely to be employed in lower paid roles; this includes retail and hospitality roles. Thus, were shops to close, there could be adverse impacts felt by this group. This is relevant for this redevelopment as there are a higher proportion of people from minoritised ethnic backgrounds in Tormohun where the redevelopment is taking place.</p> <p>For people from minoritised backgrounds living within the CPO area, it is recognised that this may be a distressing and uncertain time.</p> | <p>This EIA should be reviewed continually throughout the development to ensure that equality considerations are identified and appropriately mitigated.</p> | Place |
| Religion and belief | <p>64.8% of Torbay residents stated that they have a religion in the 2021 census.</p> | <p>It is not expected that there will be any adverse impacts felt by this group.</p> | Not applicable | Not applicable |
| Sex | <p>51.3% of Torbay's population are female and 48.7% are male</p> <p>48.8% of Tormohun's population are female and 51% are male.</p> | <p>Statistically, females are more likely to be employed in lower paid part-time roles which includes retail and hospitality roles. Thus, were shops to close, there could be an adverse impact felt by this group.</p> <p>This group may also be adversely impacted by the closure of retail spaces providing health, beauty and wellness</p> | <p>This EIA should be reviewed continually throughout the development to ensure that equality considerations are identified and appropriately mitigated.</p> | Place |

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| | | <p>treatments as they are typically overrepresented as consumers.</p> <p>For males and females living within the CPO area, it is recognised that this may be a distressing and uncertain time.</p> | | |
| Sexual orientation | In the 2021 Census, 3.4% of those in Torbay aged over 16 identified their sexuality as either Lesbian, Gay, Bisexual or, used another term to describe their sexual orientation. | The CPO area includes an organisation which describes itself as a 'safe space'. The Council recognises the important role that community spaces play in the LGBT+ community. Under the Council's PSED 'due regard' shall be given to exploring the impacts of the CPO on those with protected characteristics. | This EIA should be reviewed continually throughout the development to ensure that equality considerations are identified and appropriately mitigated. | Place |
| Armed Forces Community | In 2021, 3.8% of residents in England reported that they had previously served in the UK armed forces. In Torbay, 5.9 per cent of the population have previously served in the UK armed forces. | It is not expected that there will be any adverse impacts felt by this group. | Not applicable | Not applicable |
| Additional considerations | | | | |
| Socio-economic impacts (Including impacts on child poverty and deprivation) | | The regeneration of the town centre aims to promote economic activity within the area and support Torbay to prosper. | Not applicable | Not applicable |

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| Public Health impacts (Including impacts on the general health of the population of Torbay) | | The regeneration of the town centre aims to create a welcoming and attractive built environment. No adverse impacts are anticipated from this decision. | Not applicable | Not applicable |
| Human Rights impacts | | <p>Article 8 of the European Convention on Human Rights (ECHR), which requires respect for private and family life and home may apply where there are homes lying within the CPO area.</p> <p>Article 1 of the First Protocol to the ECHR, which protects possessions, including land.</p> <p>For residents living within the CPO area, it is recognised that this may be a distressing and uncertain time.</p> | This EIA should be reviewed continually throughout the development to ensure that equality considerations are identified and appropriately mitigated. | Place |
| Child Friendly | Torbay Council is a Child Friendly Council, and all staff and Councillors are Corporate Parents and have a responsibility towards cared for and care experienced children and young people. | The regeneration of the town centre will contribute to Torquay being a welcoming centre for everyone including children. No adverse impacts are anticipated. | Not applicable | Not applicable |